

CHCF CHIP Summary

Name, Degree: Consuelo (Connie) B. Casillas, M.D.

Professional Title, Organization: Family Physician, Kaiser Permanente Los Angeles Medical Center, CEO/President Alliance in Mentorship

CHIP Title: Amplifying Health Care Workforce Diversity through Community Empowerment: Capacity Building for Alliance in Mentorship/MiMentor

Project Description:

My project aims to address the six-fold disparity in the California Latinx physician workforce to the populations they serve. This workforce mismatch contributes to health care disparities by diminishing access to care for marginalized populations as well as the delivery of culturally and linguistically sensitive care. This issue hits at the heart of why I pursued medicine over 20 years ago; a desire to provide service to our most vulnerable populations.

I joined Alliance in Mentorship (AIM), a grassroots 501c3 non-profit mentoring community called MiMentor (MM) seeking a community of practice for the pursuit of health equity. I found vision, compassion and hope for a more equitable health care system within AIM/MM. Since I joined MM in 2015, we have experienced exponential growth to over 13,000 members on our free social media platform. I have had the privilege of working with a multitude of passionate underrepresented in medicine (URiM) youth leaders and committed colleagues all striving for a better future for marginalized populations in California.

In my role on Alliance in Mentorship Board and now as CEO, I have led changes to build the capacity of AIM/MM by developing our analytics processes, fundraising, grant-writing, recruiting, outreach, operational development, and governance. With the collective efforts of our teams, we have seen a dramatic increase in our medical school admissions rates for our students. Through the development efforts I spearheaded, we have secured over \$240K in grants that have allowed us to hire our first Interim Executive Director to facilitate our teams' work. This new infrastructure will allow us to increase the resources and impact we have on our students and help us scale our efforts more broadly.

Key Findings and Lessons Learned:

- Anything is possible with a vision and drive
- Collective efforts are critical for organizational change
- Culture of trust and care are key for operational success
- Health equity work requires grit, perseverance, and an ample supply of humility

Next Steps:

- Maintain open communication amongst all internal teams and the broader MM community as we build MM's capacity.
- Create new and codify existing policies and procedures to support MM's new growth.
- Develop effective governance strategies to support added work.
- Strengthen our analytics across all operations to effectively monitor our outputs, outcomes, and impacts.
- Support the wellness of our internal teams and transition to face to face interactions to strengthen our connections as a community.